Virtual Annual General Meeting of the General Assembly

GLADNET
November 3, 2009

www.gladnet.org
Susanne Bruyère
Chairperson
United States - Ithaca NY
smb23@cornell.edu
Agenda for Meeting

- **Introduction to Webinar System**
- **Brief update on 2009 GLADNET activities**
  - Chairman’s Report
  - Update on special initiatives
    - ILO Updates – led by Barbara Murray
    - Combating Unemployment – led by Michael Kamp
    - ILO-GLADNET Project on Resources in Support of the U.N. Convention on the Rights of Persons with Disabilities
    - GLADNET Membership Update – led by Ilene Zeitzer
- **Financial Report** (Michael Kamp)
  - Audit Report for 2008
  - Overview of 2009 budget to date
  - Overview of proposed 2010 budget
- **Elections** (Aldred Neufeldt, GLADNET Past-Chair)
  - Leadership for 2010 and Fulfillment of new board positions
- **Open Discussion** (Donal McAnaney)
  - Progress of the U.N.
  - Recruiting new members
  - Member interests and how GLADNET can respond
  - Discussion of possible periodic webinar presentations and discussions
- **Feedback on the Virtual AGM Meeting for the Membership**
Using you Computer to Speak (Microphone/Headset)

- **VoIP Best Practices**
  
  Audio quality can vary based on your audio software/hardware manufacturer as well as your operating system. When using VoIP, the following best practices are recommended:
  
  - For optimum sound quality, a headset is recommended, preferably a USB headset.
  - If a headset is not available, a microphone and speakers are required, or use of a phone.
  - If using a microphone, it should be a distance of at least 1.5 feet away from any speakers that are built into or connected to your PC.
  - The use of a Webcam microphone is not recommended.
Audio Mode: Use Telephone

Talking: Suzie Smith

Questions

Questions Log

Q: Is there a volume discount?
A: Yes! We will send you more info after the event.

Yes

Webinar Now
Webinar ID: 731-938-951

GoToWebinar™
Managing Audio

• You can mute/unmute your line through the Attendee Control Panel by clicking the microphone or telephone icon
AGENDA:
Brief Update on 2009 Activities

• *Welcome* – led by Susanne M. Bruyère, GLADNET Chair
• *Overview of Agenda of GLADNET 2009 Virtual AGM*
• *Brief update on 2009 GLADNET activities*
  – Chairman’s Report
  – Update on special initiatives
    • ILO Updates – led by Barbara Murray
    • Combating Unemployment – led by Michael Kamp
    • ILO-GLADNET Project on Resources in Support of the U.N. Convention on the Rights of Persons with Disabilities
    • GLADNET Membership Update – led by Ilene Zeitzer
GLADNET
Chair’s Report

Susanne M. Bruyère
Overview

- GLADNET services
- Current initiatives
- Relationships with other organizations
- Membership update (Ilene Zeitzer)
- Budget update (Michael Kamp)
- Future activities
GLADNET Purpose

• Promote disability policy and program reform with emphasis on integrated training and employment options for working age persons with disabilities
• Achieved through collaborative applied research projects, and the global exchange of information via the Internet
Value of a Global Network

- Bringing people with similar interests together
- Learning from each other/international exchanges
- Broaden expertise pool
- Heighten opportunity to secure funding
- Afford an opportunity for replication of research in different settings
Issues of Common Concern

• Maximizing employment (hiring and retention) and training opportunities for people with disabilities globally
• Minimising workplace discrimination
• Maximising effective public policy
• Maximising effective workplace policies and practices
• Creating a culture of inclusion and rights
GLADNET Services

- GLADNET Infobase
  - Over 506 Publications
  - Over 156,029 downloads of publications to date

- GLADMail List
  - 694 persons registered
  - 213 messages to date in 2009 (highest ever)
Current GLADNET Activities

• ILO – U.N. Convention On the Rights of Persons with Disabilities Project

• Document Exchange with CTNERHI

• Combating Unemployment Project

• Initiation of Virtual Annual Membership Meeting (AGM)

• IFDM/IDMRN Initiative
Current GLADNET Affiliations/Partnerships

- Rehabilitation International
- International Forum on Disability Management (IFDM)
- European Association of Service Providers for Persons with Disabilities (EASPD)
- International Disability Management Research Network (IDMRN)
- Partnerships - “Combating Unemployment”
Promoting Employment and Training of Persons with Disabilities – ILO Updates

Tiina Eskola
Work within the ILO

Disability Inclusion Initiative:
- Providing technical supports
- Developing inclusion tools and materials
- Including disability in ‘mainstream’ manuals, guides and programmes
- Collaborating with ILO’s International Training Centre in Turin
Work with other UN agencies

- Participating in UN Inter-Agency Support Group for the CRPD and the Working Group on Programming Issues
- Supporting UN Interagency Working Group on Disarmament, Demobilisation and Reintegration (IAWG) in disability inclusion
- At country level: e.g. in Zambia, Egypt
Promoting Inclusion through Technical Cooperation Projects

2 major projects: PEPDEL and INCLUDE

• Current highlights:
  • Putting into action a new approach to disability sensitization: Disability Equality Training
  • Supporting the establishment and operation of disability inclusion services in Africa and Asia
  • Fostering an international network on disability law and policy

Tiina Eskola
ILO Associate
Switzerland – Geneva
eskola@ilo.org

Barbara Murray
ILO Representative
Switzerland – Geneva
murrayb@ilo.org
Promoting opportunities through good practice guidelines

Guidelines on

• Poverty reduction through peer training…
• Legislation on employment for persons with disabilities …
• Inclusion on women with disabilities in entrepreneurship development activities…

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Barbara Murray
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murrayb@ilo.org
• Skills development through Community-Based Rehabilitation…
and materials for employers and trade unions.
For More Information

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Barbara Murray
ILO Representative
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www.ilo.org/disability
Project Combating Unemployment

Related to Article 27

of the

New UN Convention

on the

Rights of Persons with Disabilities
Partners

- Rehabilitation International

- GLADNET

- WASE (World Association for Supported Employment)

- IASSID (Employment Affinity Group of the International Association of Scientific studies on Intellectual Disabilities)

- Other affiliates
| **RI** | • initiator of the project  
      • overall coordination |
|---|---|
| **GLADNET** | • coordination of research  
      • collecting information and data  
      • Dissemination through GLADNET’s database |
| **WASE** | • Supported Employment  
      • Customized Employment  
      • links with professionals  
      • contacting multinationals |
| **IASSID** | • persons with intellectual disability  
      • specific knowledge |
Activities 2009

• Contacting different organisations for partnership:
• Spanish speaking countries: Emploia (focus on South America) became a partner
• Established link with a project in Suriname
• Presentation at EASPD conference May 2009 Thessaloniki
Activities 2009

- EASPD is positive about cooperation (e.g. looking for programs)
- Design audit for international companies with positive performance related to supported employment: quality mark (audit firm: MAZARS)
- No funding till so far.
GLADNET & the UNCRPD

Ilene Zeitzer
GLADNET & the UNCRPD

Brief Background:

• The UN Convention of the Rights of Persons with Disabilities (UNCRPD) was adopted on 13 December 2006

• On that day, there were 82 signatories and 1 ratification to the Convention – a record for the first day of a new Convention being adopted;

• Currently 143 States Parties have signed the Convention and 71 have ratified it. In addition, there are now 87 signatories and 71 ratifications to the Optional Protocol.

• GLADNET’S project:
With funding from the ILO, GLADNET created a new reference tool s to support the implementation of the UNCRPD with regard to specific aspects concerning training and work and employment.
GLADNET & the UNCRPD

- The first part of the project was the creation of an Infobase to support Article 27 (Work and Employment)
- Documents were widely solicited to populate the Infobase and some 400 or so were received and added and/or cross referenced to the various Articles of the Convention.
GLADNET & the UNCRPD

• The specific Articles that were referenced and supported by this effort are:
  – Article 5: Equality and non-Discrimination
  – Article 6: Women and Disabilities
  – Article 8: Awareness raising
  – Article 9: Accessibility
  – Article 12: Equal recognition before the law
  – Article 24: Education
  – Article 26: Habilitation and Rehabilitation
  – Article 27: Work and Employment
  – Article 28: Adequate Standard of living and social protection
  – Article 31: Statistics and data collection
  – Article 32: International cooperation

• Articles are available in full-text at:
  www.ilr.cornell.edu/edi/gladnet/unconvention_resources.cfm
GLADNET & the UNCRPD

- The second part of the project was the development of a Frequently Asked Questions (FAQs) section to aide States Parties or NGO’s or really anyone with questions in implementing the relevant sections of the Convention.
- Also included in the responses to the FAQs are examples and recommended documents as appropriate.
- Usage – Downloads 156,029 from the InfoBase to date
- Frequently Asked Questions: http://www.ilr.cornell.edu/edi/gladnet/unconvention_faq.cfm
MEMBERSHIP MATTERS

Ilene Zeitzer
Membership Matters (It Does!)

New Initiatives:

• Direct outreach via letters and telephoning to potential members in Brazil and Mexico – looking for other suggested persons to be contacted in other countries in this hemisphere

• Contracted to have the GLADNET brochure translated into Spanish and Portuguese

• Through this AGM, asking each member to suggest at least two people to contact and to provide me with their full contact information and to allow me to use their name in the letter. If willing, please make a personal appeal to the person first and I will follow up with a letter
Membership Matters (It Does!)

New Initiatives (cont’d):

• Now that the UNCRPD is in full force, and many developing countries have signed it, please think of people to suggest whose work might find the GLADNET materials especially helpful.

• Also, there are vast parts of the world, such as Africa and Eurasia where we have no or few members, let’s try to suggest potential contacts in those places.

Ilene Zeitzer
Membership Chair
Brazil – Rio de Janeiro
ilenezdc@yahoo.com
AGENDA:
Financial Report and Elections

- **Financial Report** – led by Michael Kamp, Secretary/Treasurer
  - Audit Report for 2008
  - Overview of 2009 budget to date
  - Overview of proposed 2010 budget
- **Elections** – led by Aldred Neufeldt, GLADNET Past-Chair
  - Leadership for 2010
  - Fulfillment of new board positions
Financial Report

Michael Kamp
Audit report 2008

• Audit 2008 by Borts and Schijn, chartered accountants.
• Received review letter and auditor’s report (Jun 22, 2009)
• Current assets 2008: $ 11,691
• Short term deposits: $ 21,333

» Total                             $ 33,024 (2007: $ 27,152)
» Current liabilities             $  1,500
» Net assets                       $31,524
Revenue

Memberships   $ 9,400
Interest      $ 451
Grant         $ 7,217

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$17,068
Expenses

Bank charges                        $  435
Communications/internet             $  766
Contract services                   $ 4,977
Office                              $  918
Professional fees                   $ 1,400
Budget Forecast 2009

**Estimated Revenue**

Membership fees $8,400
Estimated interest revenue $125

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total $8,525

Michael Kamp
Secretary/Treasurer
Netherlands - Willemstad
ckamp@xs4all.nl
Budget Forecast 2009

Estimated Expenses

<table>
<thead>
<tr>
<th>Expense</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Bank charges</td>
<td>$ 150</td>
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<tr>
<td>Conference call &amp; Internet</td>
<td>$ 1,800</td>
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<tr>
<td>GLADNET representative travel</td>
<td>$ 434</td>
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<tr>
<td>Professional fees (audit)</td>
<td>$ 1,500</td>
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<tr>
<td>Office expense</td>
<td>$ 350</td>
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</tbody>
</table>

Total estimated expenses                        $ 9,024
EST. Net excess (def.)                          -$ 499
Budget Proposal 2010

Revenue
Memberships (52) $ 10,400
Interest $ 150

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$ 10,550

Michael Kamp
Secretary/Treasurer
Netherlands - Willemstad
ckamp@xs4all.nl
Budget Proposal 2010

Estimated Expenses

GLADNET administration $ 5,000
Bank charges $ 150
Conference call & Internet $ 1,800
GLADNET representative travel $ 1,900
Professional fees (audit) $ 1,500
Office expense $ 350

Total estimated expenses $ 12,700
EST. Net excess (def.) -$ 2,150

Michael Kamp
Secretary/Treasurer
Netherlands - Willemstad
ckamp@xs4all.nl
Nominations Committee Report

Aldred H. Neufeldt, Chair of Nominations Committee
Composition of Board of Directors & Call for Nominations

Article 20 of the Bylaws specifies that

• The Board of Directors will consist of 12 elected members, elected from Association members in ‘good standing’;
• Directors are elected for terms of 3 years, and may be elected for up to 3 terms.
• The Board organizes itself by appointing the Chair, Vice-Chair, Secretary Treasurer and such other Officers as necessary, on an annual basis.

Nominees for the Board are solicited by a Nominating Committee, chaired by GLADNET’s Past-Chair plus two others appointed by the Board.
Composition of Board of Directors & Call for Nominations

Call for Nominations

• As of 1 January 2010 there will be 3 vacancies on the Board of Directors. A call for Nominees has been sent to all GLADNET members in good standing.
• Nominations will be received until 15 November 2009.
• Please submit the names of such nominees, along with an up to date CV if feasible, to: Aldred Neufeldt, Nominations Committee Chair at aneufeld@ucalgary.ca with copy to Erika Eckstrom at erika.eckstrom@cornell.edu. Self-nominations are accepted.
Election Procedures and Leadership Turnover

Election Procedure

• The Nomination Committee examines nominees against a set of principles adopted by GLADNET to ensure a balance of expertise and perspectives, and demonstrated commitment to GLADNET goals. (copy available on request).

• The subsequent election is conducted by means of electronic ballot, sent to all GLADNET members of good standing.
Election Procedures and Leadership Turnover

Turnover in Leadership
As of 31 December 2009

• Susanne Bruyere’s term as GLADNET Chair comes to an end. Thank you to Susanne for her sterling service. She will continue as advisor to the Board and as Chair of the Nominations Committee in her capacity as Past-Chair.

• Donal McAnaney, currently the Vice-Chair, will assume the role of Chair.

• Aldred Neufeldt’s term as Past Chair comes to an end.

Persons for the positions of Vice-Chair and the Secretary Treasurer will be affirmed at the next meeting of the Board of Directors.

Aldred Neufeldt
Past Chair
Chair of Nominations Committee
Canada – Toronto
aneufeld@ucalgary.ca
Agenda: Open Discussion

• **Open Discussion** – led by Donal McAnaney
  – Progress of the U.N.
  – Recruiting new members
  – Member interests and how GLADNET can respond
  – Discussion of possible periodic webinar presentations and discussions

• **Feedback on the Virtual AGM Meeting for the Membership**
UNCRPD Update

Donal McAnaney
Second Disability High Level Group Report in the Implementation of the UNCRPD

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<th>SIGNATURES AND RATIFICATIONS</th>
<th>SIGNATURES</th>
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<tr>
<td></td>
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<td>THE CONVENTION</td>
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<tr>
<td>1. Denmark</td>
<td>30 March 2007</td>
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<td>2. Estonia</td>
<td>25 September 2007</td>
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<td>3. Finland</td>
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<td>8. Ireland</td>
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<td>9. Italy</td>
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<td>11. Malta</td>
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<td>17. United Kingdom</td>
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<td>26 February 2009</td>
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<td>18. European Community</td>
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Second Disability High Level Group Report in the Implementation of the UNCRPD

• Accessibility
• Legal Capacity
• Access to Justice
• Independent Living
• Voting Rights
• Monitoring mechanisms
• Empowerment of people with disabilities
U.N. Progress Report

• Open Discussion
Membership Recruitment

• Open Discussion
Member Interests: How can GLADNET respond?

• Open Discussion

• Possibility of periodic content webinar presentations and discussions in the future
  – Interest?
  – Suggestions
  – Content Ideas
GLADNET
Global Applied Disability Research & Information Network on Employment and Training